

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Silver Star Delivery LTD		b. Tel. No. 708.385.5788
		c. Cell No. 708.821.8204
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 19991 Brownstown Center Drive Brownstown, MI 48183	e. Employer Representative Julie Boones	g. e-Mail
		h. Number of workers employed 45
i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers	j. Identify principal product or service Amazon Products	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

SEE ATTACHMENT

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(Signature or representative (b) (6), (b) (7)(C) making charge)

individual

(Print/type name and title or office, if any)

**Tel. No.**

Same as 4b.

**Office, if any, Cell No.****Fax No.****e-Mail**

Address Same as 4a

6-12-17  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Silver Star Delivery LTD  
ATTACHMENT:

On (b) (6), (b) (7)(C) 2017, the above-named Employer, by its agent (b) (6), (b) (7)(C) issued employee (b) (6), (b) (7)(C) three disciplines in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

On (b) (6), (b) (7)(C) 2017, the above-named Employer by its agent (b) (6), (b) (7)(C) discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

During past six months, the above-named Employer has failed and refused to pay employees overtime wages in retaliation for their protected concerted and union activities.

In or around (b) (6), (b) (7)(C) 2017, the above-named Employer discriminated against (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities when they failed to consider or promote (b) (6), (b) (7)(C) to the (b) (6), (b) (7)(C) position.

In or around (b) (6), (b) (7)(C) 2017, the above-named Employer by its agents and officers unlawfully disciplined and discharged employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their protected concerted and union activities.

The above listed Employer actions was in an effort to harass, interfere with, restrain and coerce (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in the exercise of their Section 7 rights.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



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June 14, 2017

Julie Boones  
Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Re: Silver Star Delivery LTD  
Case 07-CA-200543

Dear Ms. Boones:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

07-CA-200543

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



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June 14, 2017

(b) (6), (b) (7)(C)

Re: Silver Star Delivery LTD  
Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on June 12, 2017 has been docketed as case number 07-CA-200543. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.



Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

**Qualifying for Backpay:** We are just beginning to investigate your charge and no decision has been made regarding the merits of your case. However, it is important that employees who might be entitled to backpay because of loss of employment understand their obligation to look for work in order to qualify for backpay if your case has merit. Accordingly, we urge you to promptly provide the Board agent with the names and addresses of all employees who might be entitled to backpay as a result of the charge you filed.

If backpay is due to an employee, the Board requires that the employee offset the backpay by promptly beginning to look for another job in the same or similar line of work. The Board has held that a reasonably diligent employee should begin searching for interim work within 2 weeks after the employee's termination or layoff or a refusal to hire the employee. If an employee cannot establish that he or she actively tried to mitigate his or her losses, the amount of money owed to the employee might be reduced.

Employees who might be owed backpay should keep careful records of when and where they have sought employment and of job search expenses such as mileage, parking, and copying resumes. Specifically, they should keep a record of each time they attempt to find work, including the date, name of the company, name of person with whom they spoke, the position sought, and the response received.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
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Detroit, MI 48226

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August 8, 2017

Ms. Julie Boone  
Silverstar Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60418-2328

Ms. Julie Boone  
Silverstar Delivery LTD  
9200 South Roberts Road, Suite 1C  
Hickory Hills, IL 60457

Re: Silver Star Delivery LTD  
Case 07-CA-200543

Dear Ms. Boone:

On June 14, 2017, this office sent you a copy of a charge filed by (b) (6), (b) (7)(C) on June 12, 2017. The charge was mailed to you at the address provided by the Charging Party on the charge form. Additional addresses have been discovered, therefore, we are now resending the original letter to you, along with the charge and other documents. Should you have any questions or concerns about this matter, please contact Board Agent Robert Drzyzga at (313) 226-8052 or [Robert.Drzyzga@nlrb.gov](mailto:Robert.Drzyzga@nlrb.gov).

Very truly yours,

Terry Morgan  
Regional Director

Enclosures:

1. Original Letter
2. Copy of Charge
3. Commerce Questionnaire



cc:

Daniel L Villaire, Esq.  
Howard & Howard  
450 W 4th St  
Royal Oak, MI 48067-2557

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-200543

8-23-2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Silverstar Delivery LTD, Gold Standard Transportation and Amazon.Com, Inc., Joint Employers		b. Tel. No.
d. Address (Street, city, state, and ZIP code) SEE ATTACHMENT		c. Cell No.
e. Employer Representative SEE ATTACHMENT		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers		g. e-Mail
j. Identify principal product or service Amazon Products		h. Number of workers employed 45

AMENDED CHARGE

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No. (b) (6), (b) (7)(C)
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

I declare that I have read the (b) (6), (b) (7)(C) statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) an individual (Print type name and title or office, if any)		Office, if any, Cell No.
Address (b) (6), (b) (7)(C)		Fax No.
8/19/17 (date)		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Silver Star Delivery LTD, Gold Standard Transportation  
and Amazon.Com, Inc., Joint Employers  
Case 07-CA-200543  
AMENDED CHARGE

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
9200 S ROBERTS RD STE 1C  
HICKORY HILLS, IL 60457  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
13756 Kildare Ave  
Crestwood, IL 60445-232  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation  
13756 S. Kildare Avenue  
Crestwood, IL 60445  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon.Com, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Josh Scott (P) 734 624-7056

SECTION 2

On (b) (6), (b) (7)(C) 2017, the above-named Joint Employers, by its agent (b) (6), (b) (7)(C) issued employee (b) (6), (b) (7)(C) three disciplines in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

On (b) (6), (b) (7)(C) 2017, the above-named Joint Employers by its agent (b) (6), (b) (7)(C) discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

In or around (b) (6), (b) (7)(C) 2017, the-above-named Joint Employers discriminated against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities when they failed to consider or promote (b) (6), (b) (7)(C) to the (b) (6), (b) (7)(C) position.

The above listed Joint Employers actions were in an effort to harass, interfere with, restrain and coerce (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) Section 7 rights.





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building  
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Detroit, MI 48226

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August 24, 2017

(b) (6), (b) (7)(C)

Re: Silver Star Delivery LTD,  
Gold Standard Transportation and  
Amazon.Com, Inc., Joint Employers  
Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan  
Regional Director



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7

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477 Michigan Avenue, Room 300  
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Telephone: (313)226-3200  
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August 24, 2017

Ms. Julie Boone  
Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Ms. Julie Boone  
Silver Star Delivery LTD  
9200 South Roberts Road, Suite 1C  
Hickory Hills, IL 60457

Ms. Julie Boone  
Silver Star Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60418-2328

Ms. Julie Boone  
Gold Standard Transportation  
13756 South Kildare Avenue  
Crestwood, IL 60445

Mr. Josh Scott  
Amazon.Com, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Re: Silver Star Delivery LTD, Gold  
Standard Transportation and  
Amazon.Com, Inc., Joint Employers  
Case 07-CA-200543

Dear Ms. Boone and Mr. Scott:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended

August 24, 2017

charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

A handwritten signature in black ink, reading "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosure: Copy of first amended charge

cc: Daniel L Villaire, Esq.  
Howard & Howard  
450 W 4th St  
Royal Oak, MI 48067-2557

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-200543

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Silverstar Delivery LTD, Gold Standard Transportation and

Amazon.com, Inc., Joint Employers

Amazon Logistics Inc.

d. Address (Street, city, state, and ZIP code)

SEE ATTACHMENT

e. Employer Representative

SEE ATTACHMENT

b. Tel. No.

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
45

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Delivery Drivers

j. Identify principal product or service  
Amazon Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (first subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (b) (6), (b) (7)(C)

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

DECLARATION

I declare that I have read the

and the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(Print type name and title or office, if any)

(b) (6), (b) (7)(C)

16-26-17  
8/19/17  
(date)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Silver Star Delivery LTD, Gold Standard Transportation  
and ~~Amazon Logistics, Inc.~~ Amazon.com, Inc., Joint Employers

Case 07-CA-200543

2nd AMENDED CHARGE

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
9200 S ROBERTS RD STE 1C  
HICKORY HILLS, IL 60457  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
13756 Kildare Ave  
Crestwood, IL 60445-232  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation  
13756 S. Kildare Avenue  
Crestwood, IL 60445  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

~~Amazon Logistics, Inc.~~  
~~Amazon.com, Inc.~~

19991 Brownstown Center Drive  
Brownstown, MI 48183  
Josh Scott (P) 734 624-7056

SECTION 2

On (b) (6), (b) (7)(C) 2017, the above-named Joint Employers, by its agent (b) (6), (b) (7)(C), issued employee (b) (6), (b) (7)(C) three disciplines in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

On (b) (6), (b) (7)(C) 2017, the above-named Joint Employers by its agent (b) (6), (b) (7)(C) discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities.

In or around (b) (6), (b) (7)(C) 2017, the-above-named Joint Employers discriminated against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and union activities when they failed to consider or promote (b) (6), (b) (7)(C) to the (b) (6), (b) (7)(C) position.

The above listed Joint Employers actions were in an effort to harass, interfere with, restrain and coerce (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) Section 7 rights.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



Download  
NLRB  
Mobile App

October 27, 2017

(b) (6), (b) (7)(C)

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon, Logistics, Inc.,  
Joint Employers  
Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

We have docketed the second amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan  
Regional Director



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

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Telephone: (313)226-3200  
Fax: (313)226-2090



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October 27, 2017

Julie Boone  
Silverstar Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Julie Boone  
Silverstar Delivery LTD  
9200 South Roberts Road  
Suite 1C  
Hickory Hills, IL 60457

Julie Boone  
Silverstar Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60445-2328

Julie Boone  
Gold Standard Transportation  
13756 South Kildare Avenue  
Crestwood, IL 60445

Josh Scott  
Amazon Logistics, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon, Logistics, Inc.,  
Joint Employers  
Case 07-CA-200543

Dear Mr. Scott and Ms. Boone:

Enclosed is a copy of the second amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the second amended



October 27, 2017

charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosure: Copy of second amended charge

cc: Daniel L. Villaire, Esq.  
Howard & Howard  
450 W 4th St  
Royal Oak, MI 48067-2557

Michael E. Lignowski, Attorney at Law  
Morgan Lewis & Bockius LLP  
1701 Market Street  
Philadelphia, PA 19103

Joseph C. Ragaglia, Esq.  
MORGAN, LEWIS & BOCKIUS LLP  
1701 Market Street  
Philadelphia, PA 19103-2921



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

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Telephone: (313)226-3200  
Fax: (313)226-2090

October 22, 2018

Daniel L. Villaire, Esq.  
Howard & Howard  
450 W. 4th Street  
Royal Oak, MI 48067-2557

Julie Boone  
Silverstar Delivery LTD  
9200 South Roberts Road  
Suite 1C  
Hickory Hills, IL 60457

Julie Boone  
Silverstar Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60445-2328

Julie Boone  
Gold Standard Transportation  
13756 South Kildare Avenue  
Crestwood, IL 60445

Michael E. Lignowski, Esq.  
Morgan Lewis & Bockius LLP  
1701 Market Street  
Philadelphia, PA 19103

Joseph C. Ragaglia, Esq.  
Morgan, Lewis & Bockius LLP  
1701 Market Street  
Philadelphia, PA 19103-2921

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon, Logistics, Inc.,  
Joint Employers  
Case 07-CA-200543

Dear Mr. Villaire, Ms. Boone, Mr. Lignowski and Mr. Ragaglia:

This is to advise that I have approved the withdrawal of the allegation that around  
(b) (6), (b) (7)(C) 2017, 2018, the above-named employers, alleged as joint employers, discriminated

against the Charging Party in retaliation for <sup>(b) (6), (b)</sup> protected concerted and union activities when they failed to consider or promote <sup>(b) (6), (b)</sup> to the <sup>(b) (6), (b) (7)(C)</sup> position.

The remaining allegations remain subject to further processing.

Very truly yours,



Terry Morgan  
Regional Director

RD:kar

cc:

(b) (6), (b) (7)(C)

Julie Boone  
Silverstar Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Josh Scott  
Amazon Logistics, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  Silver Star Delivery LTD		b. Tel. No. 708.385.5788
d. Address (Street, city, state, and ZIP code)  19991 Brownstown Center Drive Brownstown, MI 48183		c. Cell No. 708.821.8204
e. Employer Representative  Julie Boones		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers		g. e-Mail
j. Identify principal product or service Amazon Products		h. Number of workers employed 45

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **3 & 5** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the week of (b) (6), (b) (7)(C) 2017 the above named employer through its officers and agents has discipline and discharged 5 employees in retaliation for these individuals and others exercising their Section 7 rights by voting for Teamsters Local 337 in the recent representation election

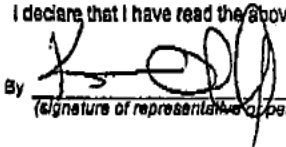
## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 337

4a. Address (Street and number, city, state, and ZIP code)  2801 Trumbull Ave. Detroit, MI 48216	4b. Tel. No. 313.965.9838
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 313.359.9888
By  (Signature of representative of person making charge)	Kevin O'Neill Attorney (Print type name and title or office, if any)	Office, if any, Cell No. 313.518.8006
22700 Garrison Street, Suite A, Dearborn, MI 48124 Address		Fax No. 313.359.1589
(date) 5-18-17		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 161 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





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May 23, 2017

Julie Boones  
Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Re: Silver Star Delivery LTD  
Case 07-CA-199193

Dear Ms. Boones:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly,

please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Terry Morgan". The signature is written in a cursive style with a large, sweeping initial "T" and "M".

Terry Morgan  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

07-CA-199193

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

	YES	NO
A. Did you <b>provide services</b> valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$		
B. If you answered no to 9A, did you <b>provide services</b> valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$		
C. If you answered no to 9A and 9B, did you <b>provide services</b> valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$		
D. Did you <b>sell goods</b> valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$		
E. If you answered no to 9D, did you <b>sell goods</b> valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$		
F. Did you <b>purchase and receive goods</b> valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$		
G. Did you <b>purchase and receive goods</b> valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$		
H. <b>Gross Revenues</b> from all sales or performance of services ( <i>Check the largest amount</i> ) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you <b>begin operations within the last 12 months?</b> If yes, specify date: _____		

**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



Download  
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Mobile App

May 23, 2017

Local 337, International Brotherhood  
of Teamsters (IBT)  
2801 Trumbull Avenue  
Detroit, MI 48216

Re: Silver Star Delivery LTD  
Case 07-CA-199193

Dear Sir or Madam:

The charge that you filed in this case on May 18, 2017 has been docketed as case number 07-CA-199193. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue



to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

cc: Kevin O'Neill, Esq.  
22700 Garrison Street, Suite A  
Dearborn, MI 48124

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-189193

August 25, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Silverstar Delivery LTD, Gold Standard Transportation and  
Amazon.Com, Inc., Joint Employers

AMENDED CHARGE

b. Tel. No.

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
45

d. Address (Street, city, state, and ZIP code)

SEE ATTACHMENT

e. Employer Representative

SEE ATTACHMENT

i. Type of Establishment (factory, mine, wholesaler, etc.)

Delivery Drivers

j. Identify principal product or service

Amazon Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 337, International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code)

2801 Trumbull  
Detroit, MI 48216

4b. Tel. No. 313 965-9833

4c. Cell No.

4d. Fax No. 313 965-0570

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(signature of representative or person making charge)

Kevin O'Neill, Attorney

(Print/type name and title or office, if any)

Tel. No.

313 359-9888

Office, if any, Cell No.

Fax No.

313 965-0570

e-Mail

(b) (6), (b) (7)(C)

Address 22700 Garrison, Suite A, Dearborn, MI. 48124

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Silver Star Delivery LTD, Gold Standard Transportation  
and Amazon.Com, Inc., Joint Employers  
Case 07-CA-199193  
AMENDED CHARGE

ATTACHMENT

**SECTION 1A**

Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
9200 S ROBERTS RD STE 1C  
HICKORY HILLS, IL 60457  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
13756 Kildare Ave  
Crestwood, IL 60445-232  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation  
13756 S. Kildare Avenue  
Crestwood, IL 60445  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon.Com, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Josh Scott (P) 734 624-7056

**SECTION 2**

Since on or about (b) (6), (b) (7)(C) 2017, the above named Joint Employers discharged five employees, including but not limited to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their protected concerted and union activities.

Since April 21, 2017, the above named Joint Employers have failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding deliveries by now requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding employees work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



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August 25, 2017

Julie Boone  
Silverstar Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Josh Scott  
Amazon.Com, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Julie Boone  
Gold Standard Transportation  
13756 South Kildare Avenue  
Crestwood, IL 60445

Julie Boone  
Silverstar Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60445-232

Julie Boone  
Silverstar Delivery LTD  
9200 South Roberts Road  
Suite 1C  
Hickory Hills, IL 60457

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon.Com, Inc., Joint  
Employers  
Case 07-CA-199193

Dear Ms. Boone and Mr. Scott:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney ROBERT DRZYZGA whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney ANDREW M. MACEACHERN whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of



August 25, 2017

the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

A handwritten signature in black ink, reading "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosure: Copy of first amended charge

cc: Daniel L. Villaire, Esq.  
Howard & Howard  
450 W 4th St  
Royal Oak, MI 48067-2557



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
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August 25, 2017

Local 337, International Brotherhood of Teamsters (IBT)  
2801 Trumbull Avenue  
Detroit, MI 48216

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon.Com., Inc. Joint  
Employers  
Case 07-CA-199193

Dear Sir or Madam:

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney ROBERT DRZYZGA whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney ANDREW M. MACEACHERN whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan  
Regional Director

cc: Kevin O'Neill, Esq.  
22700 Garrison Street, Suite A  
Dearborn, MI 48124

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
07-CA-199193

Date Filed 10-26-17  
Assigned 10-26-2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Silverstar Delivery LTD, Gold Standard Transportation and Amazon.com, Inc., Joint Employers Logistics, Inc.		b. Tel. No.
d. Address (Street, city, state, and ZIP code) SEE ATTACHMENT		c. Cell No.
e. Employer Representative SEE ATTACHMENT		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers		g. e-Mail
j. Identify principal product or service Amazon Products		h. Number of workers employed 45

2. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

3. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

4. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 337, International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code) 2801 Trumbull Detroit, MI 48216	4b. Tel. No. 313 965-9833
	4c. Cell No.
	4d. Fax No. 313 965-0570
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Kevin O'Neill, Attorney  
(Signature of representative of person making charge) (Print type name and title or office, if any)

Tel. No. 313 359-9888
Office, if any, Cell No.
Fax No. 313 965-0570
e-Mail
(b) (6), (b) (7)(C)

Address 22700 Garrison, Suite A, Dearborn, MI, 48124

10-26-17

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74842-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its procedures.

Second  
Silver Star Delivery LTD, Gold Standard Transportation  
and Amazon.Com, Inc., Joint Employers  
Case 07-CA-199193  
AMENDED CHARGE

ATTACHMENT

**SECTION 1A**

Silver Star Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
9200 S ROBERTS RD STE 1C  
HICKORY HILLS, IL 60457  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD  
13756 Kildare Ave  
Crestwood, IL 60445-232  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation  
13756 S. Kildare Avenue  
Crestwood, IL 60445  
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon.Com, Inc. Logistics, Inc  
19991 Brownstown Center Drive  
Brownstown, MI 48183  
Josh Scott (P) 734 624-7056

**SECTION 2**

Since on or about (b) (6), (b) (7)(C) 2017, the above named Joint Employers discharged five employees, including but not limited to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their protected concerted and union activities.

Since April 21, 2017, the above named Joint Employers have failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding deliveries by now requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding employees work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
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Telephone: (313)226-3200  
Fax: (313)226-2090



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October 27, 2017

Local 337, International Brotherhood of Teamsters (IBT)  
2801 Trumbull  
Detroit, MI 48216

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon Logistics, Inc.,  
Joint Employers  
Case 07-CA-199193

Dear Sir or Madam:

We have docketed the second amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan  
Regional Director

cc: Kevin O'Neill, Esq.  
22700 Garrison Street, Suite A  
Dearborn, MI 48124

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SILVERSTAR DELIVERY LTD**

**and**

**Case 07-CA-199193**

**LOCAL 337, INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS,  
AFL-CIO**

**and**

**Case 07-CA-200543**

**(b) (6), (b) (7)(C)**

**ORDER<sup>1</sup>**

The Employer's Petition to Revoke subpoena ad testificandum A-1-XK18KJ, addressed to (b) (6), (b) (7)(C), is denied.<sup>2</sup> The subpoena seeks information relevant to the matters under investigation and describes with sufficient particularity the evidence sought, as required by Section 11(1) of the Act and Section 102.31(b) of the Board's Rules and Regulations. See *Postal Workers Local 64 (USPS)*, 340 NLRB 912 (2003); *Offshore Mariners United*, 338 NLRB 745 (2002). Further, the Petitioner has failed to establish any other legal basis for revoking the subpoena. See generally, *NLRB v. North Bay Plumbing, Inc.*, 102 F.3d 1005 (9th Cir. 1996); *NLRB v. Carolina Food Processors, Inc.*, 81 F.3d 507 (4th Cir. 1996).

Dated, Washington, D.C., January 24, 2018

MARVIN E. KAPLAN,

CHAIRMAN

MARK GASTON PEARCE,

MEMBER

WILLIAM J. EMANUEL,

MEMBER

---

<sup>1</sup> The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

<sup>2</sup> In considering the petition to revoke, we have evaluated the subpoena in light of the Region's willingness, set forth in its opposition brief, to take (b) (6), (b) (7)(C) affidavit testimony by video conference on a mutually agreeable date in order to alleviate any asserted burdens on the Employer's operations.

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SILVERSTAR DELIVERY LTD, GOLD  
STANDARD TRANSPORTATION AND  
AMAZON LOGISTICS, INC., JOINT  
EMPLOYERS**

**and**

**Case 07-CA-199193**

**LOCAL 337, INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS,  
AFL-CIO**

**and**

**Case 07-CA-200543**

**(b) (6), (b) (7)(C)**

**ORDER<sup>1</sup>**

The Employer's Petition to Revoke subpoena duces tecum B-1-XK2MLX is denied. The subpoena seeks information relevant to the matters under investigation and describes with sufficient particularity the evidence sought, as required by Section 11(1) of the Act and Section 102.31(b) of the Board's Rules and Regulations.<sup>2</sup> Further, the Employer has failed to establish any other legal basis for revoking the subpoena.<sup>3</sup>

---

<sup>1</sup> The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel. Member Emanuel took no part in the consideration of this case.

<sup>2</sup> In considering the petition to revoke, we have evaluated the subpoena in light of the Region's statements that it withdraws par. 48 in view of the withdrawal of the charge allegation to which it pertains; modifies its requests to exclude documents reflecting employee medical information and to permit the redaction of employee social security numbers, birth dates, and banking information; limits the temporal scope of pars. 19-23 and 29-37; and deletes the word "all" from par. 55.

<sup>3</sup> To the extent that the Employer has provided some of the requested material, it is not required to produce that information again, provided that the Employer accurately describes which documents under subpoena it has already provided, identifies to which subpoena paragraph(s) they are responsive, states whether those previously-provided documents constitute all of the requested documents, and provides all of the information that was subpoenaed.

See generally *NLRB v. North Bay Plumbing, Inc.*, 102 F.3d 1005 (9th Cir. 1996); *NLRB v. Carolina Food Processors, Inc.*, 81 F.3d 507 (4th Cir. 1996).

Dated, Washington, D.C., March 22, 2018.

MARVIN E. KAPLAN,	CHAIRMAN
MARK GASTON PEARCE,	MEMBER
LAUREN McFERRAN,	MEMBER

---

In addition, the Employer argues that pars. 23, 41, 43, and 45 should be revoked “to the extent [they seek] information that is not in [the Employer’s] possession, custody, or control . . . .” The Employer is not required to produce evidence requested in the subpoena that it does not possess, but the Employer is required to conduct a reasonable and diligent search for all requested evidence. Further, with respect to requested information not in the Employer’s possession, custody, or control, the subpoena compels the Employer to request such information from other persons or companies, if necessary (see pars. E and F of the subpoena’s definitions and instructions). If the information does not exist, or if the other persons or companies decline to provide the information, the Employer must affirmatively represent this fact to the Region. See *Clear Channel Outdoor, Inc.*, 346 NLRB 696, 702 fn. 10 (2006) (“In responding to a subpoena, an individual is required to produce documents not only in his or her possession, but any documents that he or she had a legal right to obtain,” citing *Searock v. Stripling*, 736 F.2d 650, 653 (11th Cir. 1984)). Moreover, if the other persons or companies do not comply with a request for the information from the Employer, nothing would prevent the Region from seeking that information directly from the other persons or companies.

In addition, the Employer’s request for a protective order is denied for lack of a showing of good cause. With respect to the Employer’s stated concerns about confidentiality, we find that it has failed to explain why the procedure set forth in paragraph “B.5.” of the subpoena’s Definitions and Instructions is not sufficient to address its concerns. However, if its concerns can be substantiated, the Employer may seek a confidentiality agreement from the Region.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

October 22, 2018

Kevin O'Neill, Esq.  
22700 Garrison Street, Suite A  
Dearborn, MI 48124

Re: Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon Logistics, Inc.,  
Joint Employers  
Case 07-CA-199193

Dear Mr. O'Neill:

**Approval of Request to Withdraw Portion of the Charge:** This is to advise that I have approved the withdrawal of the following allegations of the charge:

Since April 21, 2017, the above-named Joint Employers have: (1) failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility; (2) unilaterally changed its policy regarding deliveries by requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union; and (3) unilaterally changed its policy regarding employee work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.

We have carefully investigated and considered your charge that Silverstar Delivery LTD, Amazon Logistics, Inc. and Gold Standard Transportation have violated the National Labor Relations Act.

**Decision to Partially Dismiss:** Based on that investigation, I have decided to dismiss the allegations that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were discharged in retaliation for their protected concerted and union activities because there is insufficient evidence to establish a violation of the Act. The remaining allegations remain subject to further processing.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlrb.gov](http://www.nlrb.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.



Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **November 5, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 4, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 5, 2018**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 5, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to

Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon Logistics, Inc.,  
Joint Employers  
Case 07-CA-199193

- 3 - October 22, 2018

keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

RD:kar

Enclosure

cc: Local 337, International Brotherhood of  
Teamsters (IBT)  
2801 Trumbull  
Detroit, MI 48216

Julie Boone  
Silverstar Delivery LTD  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Daniel L. Villaire, Esq.  
Howard & Howard  
450 W. 4th Street  
Royal Oak, MI 48067-2557

Josh Scott  
Amazon Logistics, Inc.  
19991 Brownstown Center Drive  
Brownstown, MI 48183

Joseph C. Ragaglia, Esq.  
Morgan, Lewis & Bockius, LLP  
1701 Market Street  
Philadelphia, PA 19103-2921

Silverstar Delivery LTD, Gold Standard  
Transportation and Amazon Logistics, Inc.,  
Joint Employers  
Case 07-CA-199193

- 4 -     October 22, 2018

Michael E. Lignowski, Esq.  
Morgan, Lewis & Bockius, LLP  
1701 Market Street  
Philadelphia, PA 19103-2901

Julie Boone  
Silverstar Delivery LTD  
13756 Kildare Avenue  
Crestwood, IL 60445-2328

Julie Boone  
Silverstar Delivery LTD  
9200 South Roberts Road  
Suite 1C  
Hickory Hills, IL 60457

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

---

Case Name(s).

---

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*